

**1) Moving up faster - New advancement formula shrinks seniority's importance / 19 MAY 14**

By Mark Faram, Navy Times

The biggest changes: E-4, E-5—The weight of advancement exam scores were boosted, while evaluation marks and service in pay grade were dropped; E-6—Exam and eval scores increased in importance; service in pay grade was sharply reduced; E-7—Evals were upped in importance, and test scores were lowered.

The new rules also increased the importance of awards while removing the Good Conduct Medal and the Reserve Meritorious Service Medal, medals that are so commonplace that officials say they don't help find better sailors. The new rules take effect for the upcoming fall cycle and will affect more than 100,000 Sailors a year. The changes also apply to the Navy Reserve.

2) Navy's personnel chief addresses promotion issues while visiting Okinawa / 21 MAY 14 [\[LINK\]](#)

By Matthew M. Burke, Stars and Stripes

The Navy's point man on personnel issues said that while it may be getting tougher to advance now — following a focus on staffing unfilled sea billets — the promotion process was stabilizing for future years and the methods of testing sailors' proficiency were improving. He also said that programs such as tuition assistance would remain fully funded, and the size of the Navy would remain relatively unchanged for at least the next five years. "We're not getting smaller," Moran told the audience of a couple hundred sailors in the Foster Fieldhouse gymnasium. "I don't see significant changes in any ratings."

3) CNP Talks Stability and Sea Duty in Sasebo / 20 MAY 14 [\[LINK\]](#)

With increases to standard deployment time, Vice Adm. Bill Moran, Chief of Naval Personnel, said Navy leadership's goal is to get a high deployment pay in place this year to compensate Sailors serving at sea for long periods of time.

"As our Navy continues to be in high demand, deployment lengths and operating tempo will remain above historic norms," said Moran. "It's important we compensate our folks for this arduous duty. We are working the policy now and expect to be able to share details in the next several weeks."

4) New Uniforms –Tests Underway for New Female Uniforms and Lightweight NWU / 21 MAY 14 [\[LINK\]](#)

Through direct engagement at all hands calls, e-mails and social media, you are giving us that feedback faster than ever before, so we're streamlining the uniform board process to improve our responsiveness. Feedback on uniforms is among the most common topics raised to leadership at all hands calls.

5) 21st Century Sailor Office bi-weekly roll-up:

Every other week, we will roll up the various stories in the 21st Century Sailor Office domain. Below are the most recent products for total Sailor fitness.

- A Service-United Approach to Sexual Assault Prevention and Response [\[LINK\]](#)
- NavStress Blog: May 18-24 is National Prevention Week [\[LINK\]](#)
- NavStress Blog: Minding Your Health [\[LINK\]](#)
- New OSC Info Sheet: "Navy Operational Stress Control for Leaders " [\[LINK\]](#)
- New OSC Info Sheet: "Operational Stress Control for Deckplate Leaders" [\[LINK\]](#)
- Prescription for Discharge- 5 things you need to know to avoid misuse of prescription drugs [\[LINK\]](#)

To sign up for the @USNPeople Weekly Wire, email usnpeople@gmail.com,
or find it online at www.navy.mil/cnp

1) Moving up faster - New advancement formula shrinks seniority's importance / 19 MAY 14

By Mark Faram, Navy Times

Seniority no longer gives sailors much of an edge when it comes to making rate.

Officials downgraded the importance time in pay grade plays in the advancement formula, clearing the way for hard-charging sailors to climb the petty officer ranks faster.

"This is a significant improvement," said Capt. Karan Schriver, head of enlisted plans for the chief of naval personnel. "It moves toward rewarding performance and away from rewarding longevity, so those hot-running sailors who study hard and get great marks on their evaluations will do well under this system."

The advancement overhaul — the first since changes seven years ago to include college degrees — levels the playing field for sailors up for E-4 through chief and changes the weight substantial factors play into the advancement formula, known as the final multiple score, which is used to decide which eligible sailors are selected — or, when it comes to aspiring chiefs, who reaches the selection –board stage. The biggest changes: E-4, E-5. The weight of advancement exam scores were boosted, while evaluation marks and service in paygrade were dropped.

E-6. Exam and eval scores increased in importance; service in pay grade was sharply reduced.

E-7. Evals were upped in importance. Test scores were lowered.

The new rules also increased the importance of awards while removing the Good Conduct Medal and the Reserve Meritorious Service Medal, medals that are so commonplace that officials say they don't help find better sailors.

The new rules take affect for the upcoming fall cycle and will affect more than 100,000 sailors a year. Each cycle, in March and in September, an average of 80,000 take a Navy wide exam for E-4 through E-6. Another 25,000 sit for the chief's exam each January to compete for a spot in front of the E-7 selection board. The changes also apply to the Navy Reserve.

'Performance carries the day'

The overhaul reformulates the factors that go into choosing sailors via the final multiple score — the numeric rating calculated based on test scores and evals, awards, pay grade longevity and points given for passing previous exams, but missing the cutoff to advance.

The changes released May 15 come after a study prompted by Adm. Mark Ferguson, the Navy's No. 2 officer, who challenged officials to find ways to better reward performance in advancing sailors.

"VCNO asked us to take a look at our advancement policies and look to move towards more of a performance-based culture," Schriver said in a May 13 phone interview. "We put together some working groups and started looking at how they could rework the current scoring system to emphasize performance in both the standard score percentages or the performance mark average." The studies concluded that performance should be calculated differently, Schriver said. Junior pay grades, such as E-4 and E-5, should be weighted toward rating knowledge; E-6 and E-7 candidates will be measured more on the performance mark average in their evaluations.

“Performance carries the day, [whether] that’s their technical knowledge through tests or their on-the-job performance,” Schriver said.

The year-long studies had fleet input, and all the changes were OK’d by senior enlisted leaders in the fleet. Two elements of the advancement formula stayed the same: education (2 percent) and individual augmentation (1 percent).

Officials are also planning to rework the Command Advancement Programs, the popular authority by which commanding officers can spot advance top sailors in the fleet or at recruiting stations. The changes would restrict when skippers can advance sailors, but may yield an uptick in the number of sailors CAP’d.

Master Chief Petty Officer of the Navy (AW/NAC) Mike Stevens said the changes were carefully evaluated.

“Changes in the advancement system are among the most difficult to make and are only done after very careful consideration,” Stevens said in a May 15 phone interview. “What we want is to make sure that the most qualified sailors at any given time are the ones being advanced.”

Test score

Officials say what should set E-4 and E-5 hopefuls apart is how well they’re learning the skills of their trade — whether that’s taking an oil sample, treating a head wound, plotting navigation fixes or using a marlinspike. The best way to measure that, they say, is the advancement test. “We’re weighting the advancement exam higher because we want to capture rating knowledge at those more junior pay grades, but the performance mark average is still a large portion of the score,” Schriver said. “It’s a rebalancing, with a little bit more going to the standard score of the test.”

The new formula increases the weight of the exam for E-4s and E-5s, making it the largest factor in the FMS. MCPON believes that the test is the best way to measure your rating knowledge, and these changes make it even more important.

“I just don’t buy the idea of being bad at taking tests,” he said. “What you lack in test-taking ability, you can make up for in study effort.

“I wasn’t a very good test-taker, but I studied more to make up for that. It’s not easy, and it’s not supposed to be.” On the other hand, the weighting of test scores dropped for E-6 and chief candidates.

Evals

Sailors up for E-6 or chief will be ranked more heavily on their evaluation scores, with the thinking that these jobs are based more on management skill that will be reflected on periodic reports.

“We really wanted to account for performance differently depending on paygrade,” Schriver said. “We are really hoping at E-6 that sailors start displaying the leadership ability to be khaki, E-7 and above. We feel those skills are displayed primarily through the evals and have made adjustments accordingly.”

To make E-6, half of your score will depend on your evals — the single largest factor.

To be sure, test scores also increased in weight, a reflection that officials also believe rating knowledge is important at this level.

On the other hand, the weight of evals was substantially reduced for E-4 and E-5 advancements.
Making chief

There are only two factors that play into a hopeful chief's FMS: evals and test scores. The E-7 formula was altered from a 50-50 split to lean toward evals. Officials believe this step will better measure the leadership that is expected of chief candidates.

Unlike the other ranks, the FMS is not the final arbiter. Chiefs must go to a board that screens their record, which includes awards and college education and other things factored into a sailor's FMS.

The E-7 FMS is used to select the candidates who will go to the board, which is annually held in the summer. Typically, only 60 percent of those who take the January advancement test make it to the board.

This puts an onus on commands to highlight the best sailors in evaluations.

"It empowers the COs," Schriver said.

Time in pay grade

Seniority has been gutted.

Seniority in your pay grade used to count for 7 percent of the FMS. Now, it's 1 percent for those competing for E-4, E-5 and E-6. It narrowly survived being dropped altogether.

"We feel we're capturing longevity now more in the [passed, not advanced] points," Schriver said. "We did examine removing it altogether; however, we did feel it was important to keep it in at a very low percentage, 1 percent, and this will help serve as somewhat of a tiebreaker now."

Passed, not advanced

PNA points were created years ago to reward sailors who have difficulty taking tests or are in tough ratings. But now, these points will be tougher to get.

The old rules broke down the points by test score: 1.5 points to those in the top 25 percent, one point to those from the 25th to 50th percentile, and half a point for those from the 50th to 75th percentile.

Under the new rules, only those in the top 25 percent will receive PNA points, which still factor into the FMS. Test scores in the top 25 percent yield 1.5 points and eval performance mark averages in the top 25 percent receive 1.5 points; three points is the max for each cycle.

What isn't changing: Sailors can accrue up to 15 PNA points, and points stay valid for five cycles. If you have a critical mass of these points, don't worry—you can keep them until they expire normally, personnel officials clarified.

Awards

Nearly every award and medal offers points toward advancement. But officials are eliminating two medals from their list: the active duty Good Conduct Medal and the Navy Reserve Meritorious Service Medal. Officials say both have become too commonplace to serve as a way to measure sailors.

"[These] are awarded at such frequency that they no longer are useful in discriminating and rewarding top performance," the message said.

The rest of the list of awards points stays, leaving 25 different awards ranging from a flag letter of commendation that nets a single point up to the Medal of Honor, which nets 10 points.

The maximum number of points you can collect remains the same: 10 points for E-4 and E-5; and 12 for E-6. But the new changes also increase the weight of those awards for those competing for E-4 and E-5, the weight rising to 6 percent.

"The whole reason to increase the percentage is to strengthen the input the command has," Schriver said.

"It places more emphasis on performance awards, such as flag letters of commendation, the Navy Achievement Medal and the Navy Commendation Medal."

New CAP rules: More advancements, smaller time window

The Navy is moving forward with an overhaul of the Command Advancement Program that would require commanding officers to advance their top sailors during a three-month season. The changes may also allow for more sailors to be spot-promoted under the popular program.

An estimated 2,000 sailors in the fleet and at recruiting commands are capped every year. The overhaul would mandate a "CAP season" that runs from July through September, when all command advancements must take place. This change would give personnel officials time to adjust advancement quotas based on CAPs before the upcoming advancement season.

The rules would set new CAP quotas and could also rein in who skippers are able to CAP, in an effort to bring the program more in line with the community managers who oversee all other parts of the advancement system.

"We're working to make sure that all those advanced through the CAP program meet eligibility requirements," said Capt. Karan Schriver, head of enlisted plans and policy for the chief of naval personnel, in a May 13 phone interview. "But also, we need to manage it so we don't disadvantage other sailors out there and close advancements for certain communities."

The overhaul is an attempt to modify a popular program that was nearly scuttled after some personnel managers said CAPs exacerbated the force's over-manning in dozens of rates three years ago.

Vice Adm. Bill Moran, the chief of naval personnel who's said to be a fan of CAP, is reviewing the formula that determines how many CAPs a CO can provide.

"There may be changes to the numbers of CAPs," Schriver said, adding: "There is no plan to reduce the number of quotas for any commands."

2) Navy's personnel chief addresses promotion issues while visiting Okinawa / 21 MAY 14 [\[LINK\]](#)

By Matthew M. Burke, Stars and Stripes

CAMP FOSTER, Okinawa — Changes to the promotion system were necessary to ensure the Navy was taking care of its top sailors, Chief of Naval Personnel Vice Adm. Bill Moran told troops in Okinawa on Wednesday.

Moran, who has held the post since August, met with various commands including the Seabees, corpsmen and hospital staff.

The Navy's point man on personnel issues said that while it may be getting tougher to advance now — following a focus on staffing unfilled sea billets — the promotion process was stabilizing for future years and the methods of testing sailors' proficiency were improving. He also said that programs such as tuition assistance would remain fully funded, and the size of the Navy would remain relatively unchanged for at least the next five years.

"We're not getting smaller," Moran told the audience of a couple hundred sailors in the Foster Fieldhouse gymnasium. "I don't see significant changes in any ratings."

Moran kicked off the town hall by acknowledging the large number of sailors in the audience who had deployed down range in support of Marine units in recent years. He said that while those assignments would be drying up as the United States prepares to leave Afghanistan, they will never completely evaporate as long as corpsmen serve hand in hand with America's fighting force, the U.S. Marine Corps.

He explained that the medical community's rate of advancement was in step with the Navy's overall rate, and had decreased by about 4 percent since the last cycle. He said more high quality sailors are staying in making it tougher to advance. However, he said that the Navy is looking at ways to improve the process, by constantly reviewing advancement exams to ensure the most important things are being tested for, reducing the values of certain tests, coupled with giving leadership more sway in the advancement process, and also possibly crediting points towards advancement for exceptional physical fitness scores in the future.

"We're making it very clear performance matters," Moran said. "We want to keep the best sailors and we want to promote the best sailors."

Fleet Master Chief April Beldo, Moran's senior enlisted adviser, has been telling sailors on the admiral's tour of Japan bases that they will have to be exceptional to advance and that they will no longer be able to just "hang around" to make rate.

Moran also explained fresh opportunities to leave the Navy early that are being afforded to specific ratings like combat engineers and certain aviation positions.

When Moran and Beldo turned the floor over to sailors, they heard a range of concerns including length of tour disparities, criticisms of the current system that rewards sailors who marry and have families with increased benefits but not single sailors, questions about Marine Corps Sgt. Maj. Michael Barrett's comments regarding pay reductions, the situation with martial law being declared in Thailand and even the apparent loophole where maternity leave is authorized for married male sailors but not single fathers.

Moran took note of the issues and promised to not only look at them more closely but to also advocate for the fleet in Washington. He said the biggest thing he took away from his meetings with various commands across Japan, including Sasebo Naval Base earlier this week, regarded frustrations in the overseas screening process for sailors and families assigned to forward deployed naval forces as well as processing delays.

"I don't think we're being as efficient as we might want to be or that we could be," Moran told Stars and Stripes. "We need to look at our process and make sure we're doing everything we can."

Moran also pledged to supplement Sasebo Naval Base's small medical presence and to address shortages of senior enlisted female sailors on its ships.

For the future, Moran said his focus would be on decreasing administrative burdens and empowering command triads so that they have more time to train for deployments.

"I think most commanding officers that I talked to say, 'Hey, I don't have enough time to do what I need to do to train my unit to get ready to deploy. I need time back,'" Moran said. "So we're making a concerted effort on the [General Military Training] front, on a lot of the recording requirements, to try and reduce that so they have more time to focus on what they're out here to do. So my lens is looking at it through the commanding officer's field of view to make sure that when we do policy and we try and make changes its to empower them more and not make it harder for them."

3) CNP Talks Stability and Sea Duty in Sasebo / 20 MAY 14 [\[LINK\]](#)

From Chief of Naval Personnel Public Affairs

The Chief of Naval Personnel (CNP) visited forward deployed fleet units in Sasebo, Japan, to meet with Sailors and families May 19 and 20.

Vice Adm. Bill Moran, CNP, conducted a number of all hands calls and small discussions where he talked about petty officer advancement opportunities, changes to advancement policy and the Command Advancement Program (CAP) and sea duty incentives.

Later this week, cycle 223 E4/5/6 advancement results will be released, CNP addressed the slight decrease in advancement opportunity this cycle.

"Retention is strong, as more and more high quality Sailors are deciding to 'stay Navy,' causing a down tick in the advancement rate," said Moran. "Advancements, at or near the ten-year average, was what we expected and we are just about there. However, moving forward, the goal is greater stability across the board-in end-strength, advancement rates and community health."

Last week, NAVADMIN 114/14 announced revisions to the Navy's enlisted advancement policy.

Fleet Master Chief April Beldo, Moran's senior enlisted advisor, said these changes introduce a new Final Multiple Score (FMS) that increases the weight on areas where Sailors can demonstrate superior performance and further empower command triads in the advancement process.

"To ensure we continue to advance the right Sailors, COs and CMCs told us these changes were needed," said Beldo. "The new calculation rewards those Sailors who are our top performers. No longer will folks simply be able to 'hang around' to make rate."

She encouraged Sailors to get familiar with the new FMS by reading about it on All Hands Magazine Online.

The changes to advancement also included the Command Advancement Program (CAP).

Commanding officers maintain the authority to select Sailors for meritorious advancement—the change consolidates the program's timeline to a single CAP season, which allows advancement planners to factor in CAP selections before setting advancement quotas.

"I want to be clear CAP isn't going anywhere, the number of CAP quotas isn't going to change," CNP said. "The new changes simply add structure to when CAPs can occur—ensuring we balance rating health with rewarding performance."

May is the first month that increases to Career Sea Pay are in effect, and Moran said that the Chief of Naval Operations (CNO) and he continue to work on additional incentives to reward Sailors assigned to sea duty.

With increases to standard deployment time, Moran said Navy leadership's goal is to get a high deployment pay in place this year to compensate Sailors serving at sea for long periods of time.

"As our Navy continues to be in high demand, deployment lengths and operating tempo will remain above historic norms," said Moran. "It's important we compensate our folks for this arduous duty. We are working the policy now and expect to be able to share details in the next several weeks."

CNP and Beldo answered questions at each event. Many Sasebo Sailors were interested in knowing if training opportunities would be expanded for those serving as part of the forward deployed naval force in Japan.

Moran told audiences that his staff was working with the type commands to find ways to expand available training opportunities for Sailors in Japan.

"We have to do a better job of providing training in route to Sailors headed over seas, and look for ways to increase our waterfront resources. Sending folks to San Diego or Hawaii after we've moved them out here can't be our only answer—we have to be smarter and more efficient."

4) New Uniforms –Tests Underway for New Female Uniforms and Lightweight NWU / 21 MAY 14 [\[LINK\]](#)

By Rear Adm. Fritz Roegge, Military Personnel Plans and Policy

Uniforms are an issue that's always on the fleet's mind—especially uniform changes. Every change to uniforms is an attempt to improve fit, function, or appearance, resulting in uniforms that our Sailors will wear proudly at sea and ashore, and that project our proud Navy heritage.

The uniform board process is designed to collect, evaluate and endorse Fleet recommendations on uniform matters. Now, through direct engagement at all hands calls, e-mails and social media, you are giving us that feedback faster than ever before, so we're streamlining the uniform board process to improve our responsiveness. We're using that feedback as a key component to how we address the responsibility of outfitting the fleet.

Feedback on uniforms is among the most common topics raised to leadership at all hands calls. Additionally, Sailors are encouraged to send their feedback – comments, critiques, questions, etc – directly to the Uniform

Matters Office at umo_cmc@navy.mil. The Uniform Matters Office will also appreciate your ideas to create, delete, or modify a uniform or its manner of wear, but these must be submitted via your chain of command to include respective Fleet Commander endorsement to the Chief of Naval Personnel Navy Uniform Matters Office (OPNAV 131U).

To keep that feedback coming, I would like to give you an update on some current uniform initiatives.

Right now we are in the process of testing new female combination covers, a jumper style service dress blue uniform designed for females, and a light-weight (tropical climate) Navy Working Uniform (NWU) Type I.

New Female Combination Covers:

We're in our second month of testing these new covers with our initial group of 28 participants. To capture their experiences and recommendations regarding the cover's design, fit and function, participants were provided a survey questionnaire to complete by the end of this month. The results of this survey will be utilized to develop design improvements to be incorporated in our Extended Wear Evaluation this fall.

New Female Service Dress Blue and Dixie-cup Cover:

Last week we kicked off a preliminary wear evaluation in Norfolk, Va.

Twenty-seven participants were outfitted with two prototype design versions of the dixie hat, one service dress blue jumper top and two different service dress blue slack designs – one front-zipper and one side-zipper design.

This preliminary evaluation will run three weeks to gather initial feedback that we can incorporate into an improved design for the Extended Wear Evaluation this fall.

New Light Weight NWU Type I:

Later this month we're outfitting 238 Sailors with two different prototypes for the Light Weight NWU Type I, each made of a different fabric. Participants for this two-month test are stationed in Bahrain, Pearl Harbor and Guam and will let us know how these uniforms perform in a tropical environment.

I will continue to update you on these initiatives as well as new ones. I encourage you to give us your feedback by emailing:

umo_cmc@navy.mil for feedback on uniform matters
usnpeople@gmail.com for feedback on other personnel matters

5) 21st Century Sailor Office bi-weekly roll-up:

Every other week, we will roll up the various stories in the 21st Century Sailor Office domain. Below are the most recent products for total Sailor fitness.

- A Service-United Approach to Sexual Assault Prevention and Response [\[LINK\]](#)
- Prescription for Discharge- 5 things you need to know to avoid misuse of prescription drugs [\[LINK\]](#)
- NavStress Blog: May 18-24 is National Prevention Week [\[LINK\]](#)
- NavStress Blog: Minding Your Health [\[LINK\]](#)
- New OSC Info Sheet: "Navy Operational Stress Control for Leaders " [\[LINK\]](#)
- New OSC Info Sheet: "Operational Stress Control for Deckplate Leaders" [\[LINK\]](#)